

Spring  
2024



 elcap

# NEWSLETTER



## STAFF SEMINAR

Our staff enjoying our seminars held at The Royal Musselburgh Golf Club in January. There was an update from our CEO, Claire MacDonald, Qualifications & Good News from our Admin Team, Effective Team Work from Kylie Rankin, Operational Lead and Awareness of the Individuals we Support from Amy Aitchison, Operational Lead & Karen Cowe, Registered Manager.

Thank you to all our staff who attended and took part in the practical.

## CARE INSPECTION GRADE 5



We are delighted that we received an overall grade 5 and grades 5 for successfully meeting the following criteria:

### How well do we support people's wellbeing?

- People experience compassion, dignity and respect
- People get the most out of life
- People's health and wellbeing benefits from their care and support

### How good is our leadership?

- Quality assurance and improvement is led well

"We wouldn't have these grades if it wasn't for the wonderful team of staff, who always go the extra mile to achieve the best for the people we support. To receive this level of grades, especially during the difficult times of the past few years, is a fantastic achievement and one which I am very proud of"

- Karen Cowe, Registered Manager



## THANK YOU

Here at ELCAP head office in Prestonpans we experienced a water leak at the beginning of the year which had a huge impact on our access to the building.

We had plumbers from East Lothian Plumbing & Heating locate the leak and repair it however it created a huge hole in our driveway!

After approaching other businesses we secured Frank Cunningham Surfacing Contractors to come and fix this to make access to our building safe again. Their excellent workmanship in replacing the tarmac in our drive was greatly appreciated by us.

Not only did they do a great job for us, they also waived the fee for this, kindly recognising our charity and the work that we do.

This thoughtful approach to their skilled business was gratefully received and we would highly recommend them should anyone require their expertise!

Thank you to **Frank Cunningham** and the guys who re-surfaced the damaged driveway.

## HAPPY BIRTHDAY



Colin

Many happy returns to Colin & Billy who have both recently celebrated their Birthday.



Billy

## WELL DONE LEWIS



Well done Lewis on volunteering at the Salvation Army shop in Tranent.



**WELL DONE TAD!**

Tad loves helping out for Charity. He has made tablet for the RNLI, given to the Foodbank and much more. This is Tad with his soft toy which he donated to a raffle for Cancer research.



Susan loves all her arts and crafts, from painting to knitting and crochet and loves to shop for new activities to do at home. This is Susan enjoying some quality time with her niece.



Lynn getting ready for Burns Day.

Loving the Tartan outfit Lynn, we hope you enjoyed your day!



Patsy likes to be out and about and has been enjoying all the visitor attractions across the Lothians and Edinburgh.

Patsy also loves to sit in her beautiful garden enjoying the beauty of nature with her cup of tea.



Ronnie enjoys getting out for the day and loves a walk around the Tyne and to feed the ducks, and likes to go and see the animals at East Links Family Park. This is Ronnie at the John Muir Alpacas.



**WELL DONE BEN!**

Ben won the trophy for winning the music quiz at Dunbar Chatty Café! Ben also loves to get out and enjoyed the Haddington Show last year, seeing all the tractors and cars.



Nicola

Amanda had a special visit from an old teacher, they haven't seen each other in over 30 years! Amanda was so pleased to have a small tea party and enjoyed catching up.



George

Steven enjoying being out on his bike with Beyond Boundaries in Haddington. This is something that Steven loves to do.

For more info visit:

[beyondboundariesscotland.co.uk/](http://beyondboundariesscotland.co.uk/)



Neil

Ishbel and Keith enjoying a lovely day out at the John Muir Alpacas. A wonderful way to spend the day.

[www.johnmuiralpacas.co.uk/](http://www.johnmuiralpacas.co.uk/)

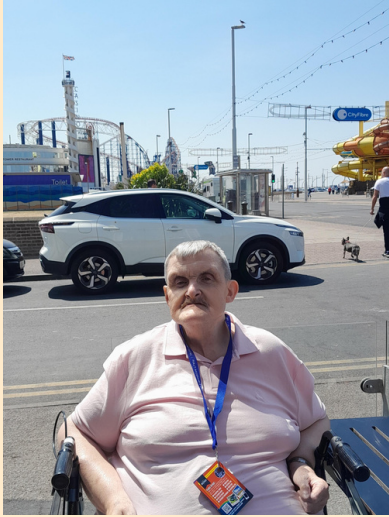


Nicola, George and Neil have been enjoying learning to bake and have made biscuits, scones and cakes. These looks utterly delicious - well done!

Sandy enjoyed an amazing day out at the National Museum of flight at East Fortune, taking in the various aircrafts.

[www.nms.ac.uk/national-museum-of-flight](http://www.nms.ac.uk/national-museum-of-flight)





Alan enjoyed a wonderful trip to see the bright lights of Blackpool.



James, John & Eileen

James, John & Eileen also had an amazing time on their trip to Blackpool-sightseeing and enjoying the beach and visitor attractions. As well as eating out and enjoying an ice-cream.



Darren had a fantastic weekend away in Glasgow visiting various places where his favourite T.V. show 'Still Game' is filmed. This is Darren in George Square where one of his favourite scenes was filmed.



Avril enjoys her weekly coffee morning at Newton Parish Church. Avril meets up with her friends from the village. Avril loves getting out and meeting people in her community.



**WELL DONE SARAH!**

Sarah makes beautiful hanging tree decorations from beads. Sarah gives them out and gets people to hang them up in different areas, the furthest is Australia.



Best friends Graham and George enjoying a pint in the pub! They also like to meet up for a cup of tea and some home baking!



Graham & George



Maureen has been enjoying guitar sessions with Wesley. She just loves music!

Friends Lynn and Karen enjoyed a lovely day out at Blair Drummond Safari Park. This is Lynn and Karen with Jemma!

[www.blairdrummond.com/](http://www.blairdrummond.com/)



Jemma, Lynn & Karen

Cathy enjoying her ice cream at the Kelpies in Falkirk. They are very impressive.

[www.thehelix.co.uk](http://www.thehelix.co.uk)



Keith had an amazing day out to see the Great Tapestry of Scotland in Galashiels. This is Keith looking at the finer details!

[www.greatapestryofscotland.com](http://www.greatapestryofscotland.com)



Anne had a great night out to see an Elvis tribute act in Dalkeith. She had a fabulous time and sang and danced the night away.





Friends Shannan & Lynsey have been busy with crystal art projects. These look fantastic, lovely pictures and you have both done an excellent job!



Gary enjoys going to the sports club where he likes bowling, curling and basketball.



Nicole likes to get out for tea and juice and chatter in Macmerry. Nicole also enjoys her art classes and getting creative with different crafts at Fisherrow Hub.

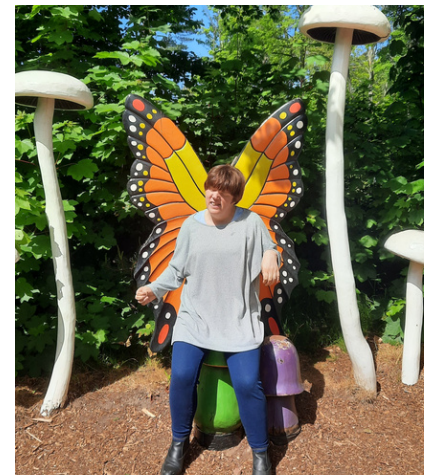


Robert enjoyed a day out at Five Sisters Zoo. Robert enjoyed seeing all the animals and listening to their sounds. There is lots to see and do at the Zoo in West Lothian.

<https://fivesisterszoo.co.uk/>



Christopher enjoys his time volunteering with 'Blooming Haddington'. This is Christopher tidying up Lady Kitty's garden. Christopher also won a meet and greet with Tenerife singer Frankie Mack which he really enjoyed.



Nicola enjoyed a sunny walk around Archerfield and had a lovely lunch too. Nicola would highly recommend this to everyone.

[www.archerfieldwalledgarden.com](http://www.archerfieldwalledgarden.com)

## EFFECTIVE VOICE

ELCAP is one of a few organisations in Scotland who is taking part in the Effective Voice Project developed by Scottish Government. The initiative itself and the framework developed is the work of a wide range of stakeholders including the trade unions, providers in the shape of CCPS and Scottish Care, the Scottish Government and CoSLA and the group will oversee the project and provide support.

The Effective Voice Project aims to test the newly developed Effective Voice Framework which aims to act as a tool by which Social Care Providers can improve staff voice within their organisations, to the benefit of the organisation and their workforces. The Framework seeks to support social care providers improve Effective Voice within their organisations by highlighting what should be in place to achieve best practice on each of the 8 mechanisms:

1. Ensure fair and reasonable access to Trade Unions for purpose of workforce engagement.
2. Mechanism for individual and collective voice to be heard locally based on staff choice and preference.
3. 121 to include distinct focus on wellbeing and development.
4. Access to regular internal communication.
5. Team meetings to include focus on workplace - regular opportunities for workforce to come together to discuss matters of importance.
6. Regular staff survey (at least annually) or regular pulse surveys.
7. Employment contracts.
8. Exit interviews.

The framework has alignment to national and international standards:

- SSSC Codes of Practice
- Care Inspectorate Health and Social Care Standards
- ACAS Codes of Practice
- Equality Human Rights Code of practice
- International Covenant on Economic, Social and Cultural Rights
- International Labour Standards
- Scottish Government Performance Indicator on Collective Bargaining
- Scottish Government Fair Work First



We have two leads for this project, Maggie Henderson and Amy Aitchison who will lead this project for ELCAP, and we are excited to see the developments of this over the year.

## New Operational Leads



Kara Maynard



Estera Pyrek



Ryan Welsh

I would like to introduce you to ELCAP's three new Operational Leads, all three staff were Support Practitioners with us and will take up their new post on 25th March. Best of luck in your new job role, Kara, Estera & Ryan.

I hope you have all enjoyed reading our new look newsletter.



If you have any pictures or good news to share please drop us an email to

[GoodNews@elcap.org](mailto:GoodNews@elcap.org)

Feedback and ideas are also welcome!



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We are registered with the Care Inspectorate.